

# WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL



## The "Original 4-Year Degree"

**1941 - 2005**

**64 Years of Registered Apprenticeship in Washington State**

Web Site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/>

**Presented to the Director of the  
Department of Labor and Industries**

April 2005

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Judy Schurke, Acting Director  
Department of Labor and Industries  
PO Box 44001  
Olympia, Washington 98504-4001

Dear Ms. Schurke:

I am pleased to submit the 2004 Annual Report on behalf of the Washington State Apprenticeship & Training Council (WSATC).

Apprenticeship benefits workers, businesses, and the economy, it isn't just for construction workers anymore. Programs have expanded significantly in the past ten years in Washington, with more than 13,000 apprentices compared to 9,000 in 1996. These days, apprentices "earn as they learn" in more than 600 occupations ranging from traditional construction trades such as plumbers and electricians to childcare, dispensing opticians and magnetic resonance imaging.

One of the key reasons why apprenticeship works so well is significant investment by employers and organizations that choose to sponsor an apprenticeship. In a recent survey covering about 15 percent of apprenticeship programs in Washington, business investment in just those 37 programs was more than \$21 million a year for apprentice wages, training, and equipment. The state investment for Apprenticeship is only 1/12th of 1 percent of the Workforce Development System budget.

These sponsors of apprenticeship programs are guided by self imposed standards of employment, training and education determined by industry and developed with assistance from the Department of Labor and Industries. The Washington State Apprenticeship and Training Council approve "Standards of Apprenticeship" only when businesses and workers make significant commitments to each other and agree to meet those standards.

Students can also find a rewarding career through apprenticeship, or college. The median wage for all program participants in Washington is \$32,420 per year and those completing their journey-level certificate earn a median wage of \$50, 599 per year.

#### Apprenticeship by the numbers

- 214 Sponsors with employer & employee industry representation and responsibility
- 43,778 Employers who provide paid on-the-job training and assure skill competencies
- 244 Standards of Apprenticeship with specified qualifications, selection, and wage progression.
- 609 Occupations
- 13,338 Apprentices contribute to the economy because they earn as they learn

The upcoming year has challenges for our state and our nation. We look forward to providing guidance and support in meeting those challenges. Some of the goals for 2004 are to continue to expand the apprenticeship opportunities for apprentices and the program sponsors, to improve apprentice retention, and apprentice graduation rates.

Sincerely,

Lawrence "Pete" Crow, Chair  
Washington State Apprenticeship and Training Council

# COUNCIL MEMBERS

<b>Employer Members</b>	Melinda Nichols (Vice-Chair) Reginald Kaiser Richard Schrader (December 2003 - October 2004) Dave D'Hondt (Effective October 2004)
<b>Public Member</b>	Susan W. Crane
<b>Employee Members</b>	Lawrence Crow (Chair) Al Link David Johnson
<b>Ex Officio Members</b>	Ellen O'Brien Saunders, Executive Director Washington State Workforce Training & Education Coordinating Board Sylvia Mundy, Commissioner Employment Security Department Earl Hale, Executive Director Washington State Board for Community & Technical Colleges Anne Wetmore, Washington State Director US Department of Labor, Office of Apprenticeship Training ATELS

## APPRENTICESHIP PROGRAM STAFF

• Secretary to the Council	Patrick Woods
• Apprenticeship Program Manager	Nancy J. Mason
• Apprenticeship Coordinator 2	Karen Carter
• Recording Secretary	Su Anne Pettit
• Assigned Assistant Attorney General for the Council	Leslie Johnson
• Assigned Assistant Attorney General for the Department	Suchi Sharma/Judie Warner
• Central Office Staff	Michael Thurman Nhung Nguyen Larry Whalen (Through May 2004) Shawna Benitez (Effective May 2004)

# **LABOR AND INDUSTRIES' APPRENTICESHIP COORDINATORS**

Region 1 - Snohomish, Skagit, Whatcom, Island, and San Juan counties	Bill Chrisman
Region 2 - King County	Sandra Husband Todd Snider
Region 3 - Pierce, Kitsap, Clallam, and Jefferson counties	Pam Doss
Region 4 - Longview Office - Wahkiakum, Cowlitz, Clark, and Skamania counties	Ed Madden
Region 4 - Tumwater Office - Grays Harbor, Mason, Thurston, Lewis, and Pacific counties	Alice Curtis
Region 5 - Central Washington - Okanogan, Douglas, Chelan, Grant, Kittitas, Yakima, Klickitat, Benton, Franklin, Walla Walla, and Columbia counties	Marcia Brown
Region 6 - Eastern Washington - Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, Garfield, Asotin and Whitman counties	Evie Lawry

# MISSION

The Washington State Apprenticeship and Training Council and the Department of Labor and Industries promote a highly skilled and diverse workforce by developing and supporting apprenticeship training programs throughout the state. This work is carried out under the authority of Chapter 49.04 RCW, in partnership with business, labor, government, and education.

# VISION

The people of Washington State understand and value the role of apprenticeship in promoting a highly skilled and diverse workforce. Individuals interested in apprenticeship have equal opportunity to participate in these training programs.

# VALUES

The Washington State Apprenticeship and Training Council:

- ❶ Believes that apprenticeship produces highly skilled workers and contributes to the economic vitality of the state.
- ❷ Establishes policy and makes decisions in an open, collaborative manner with equal input and representation from business and labor.
- ❸ Ensures that all who are interested have access to information about apprenticeship programs and equal opportunity to participate in them.
- ❹ Supports diversity of thought, ideas and people in the apprenticeship community.
- ❺ Communicates with all apprenticeship stakeholders in a consistent, open and fair manner.
- ❻ Views the safety, health and education of all apprentices as a paramount concern.
- ❼ Regularly evaluates customer needs to ensure that the quality and relevance of apprenticeship training remain high.
- ❽ Assesses the potential for apprenticeship opportunities in new and emerging occupations and technologies.

# APPRENTICESHIP OVERVIEW

Apprenticeship combines classroom studies with on-the-job training under the supervision of a journey-level craft person or trade professional. Apprenticeship programs are a proven success in Washington offering key benefits not normally found in other education and job-training programs. Apprentices learn a skill that leads to a lifetime career and they earn while they learn. Apprentices prepare for work in more than 100 occupations across the state, earning while they learn skills that lead to a lifetime career.

More than six decades ago, the Washington State Legislature established the Washington State Apprenticeship and Training Council to oversee apprenticeship. By law, the council approves formation of apprenticeship training committees in cities or trade areas and approves standards by which local programs operate. Committee-sponsored programs are typically funded and administered jointly by representatives of employers and employees. The key indicators of an effective program are:

- ❶ The ratio between apprentices and journey-level supervisors (low ratios indicate greater attention to on-the-job skill development).
- ❷ Commitment of the apprenticeship committee to diversity, availability of pre-apprenticeship orientation and training, and quality classroom trainers.
- ❸ A high ratio of apprentices that are retained and graduate is a key indicator of a strong and successful program.

"Plant" apprenticeship programs are developed for a specific occupation at a particular employer's work site.

# KEY EVENTS IN 2004

**Hats & Boots Project:** On March 29, 2004 the Governor signed a bill in regards to the Hats & Boots Project. This project was started approximately 20 years ago with the goal of having the land next to the current Duwamish Apprentice training center leased to South Seattle Community College. The Hat and Boots landmarks that were located on the property have already been moved to a City of Seattle park in Georgetown. Renovation of the landmarks will be done by Apprentices.

**New Council Members:** In October 2004, David Johnson was re-appointed to the WSATC as an employee representative and Dave D'Hondt was appointed as an employer representative.

**New OJT/RSI Hours form:** At the request of several programs, a new combined OJT Hours/RSI Hours form was created and released to the apprenticeship programs. Programs now have the option to continue to use the current forms, this combined form, or work with the apprenticeship section on a separate report, if they have computer software that will create reports which have the same information as needed with the current forms. This form and others are available on the [Apprenticeship Electronic forms](#) page.

**The Apprenticeship Catalog** was updated and printed in October 2004. The online version is currently available on [Apprenticeship Publications page](#) and is updated on a regular basis.

**Limited Training Agent Form:** The Limited Training Agent form was developed and added to the electronic form listing on the [Apprenticeship Electronic forms](#) page. **This form is only to be used by Training Agents in Spokane County.** The limited training agent agreement form is for prevailing wage jobs with APPRENTICESHIP UTILIZATION requirements. If the prevailed job does not have apprenticeship utilization language in the contract bid documents, then the limited training agent agreement is not available to them.

**Federal Apprenticeship Programs in Washington:** A list [of Federal Apprenticeship Program in Washington](#) was put together and added to the Apprenticeship Internet pages. This information is also in the new apprenticeship catalog.

**New Apprenticeship Coordinator 2:** On January 1, 2004, Karen Carter started with the apprenticeship section as the new Apprenticeship Coordinator 2. Prior to this, Karen was a member of the WSATC and the Training Coordinator for the Northwest Washington Electrical Apprenticeship Program for many years.

**Apprenticeship Technical Assistance Classes:** In an effort to provide better support to Apprenticeship Customers, Apprenticeship Technical Assistance Classes were held on the new On-Line Apprenticeship Registration and Tracking System (ARTS WEB) in 2003 and 2004. The classes in 2003 were held on October 8 and October 13. The October 8th class was held at the Puget Sound Electrical Training Center. Our special thanks to the Center Staff for providing the support

for the class. The October 13th class was held at the Labor and Industries Office in Spokane. Approximately 50 individuals attended these two classes.

On January 12, 2004 two more Apprenticeship Technical Assistance Classes were held in on the new On-Line Apprenticeship Registration and Tracking System (ARTS WEB) and electronic forms during the day. Additionally, a special class was conducted in the evening for the L&I Apprenticeship Coordinators. Approximately 10 individuals attended the two classes and 6 AC1's attended the night session.

**Reciprocity Recognition:** A request for reciprocity recognition to the Alaska Operating Engineers/Employers training trust was approved by the WSATC at the January 2004 quarterly meeting.

**Apprenticeship Registration and Tracking System (ARTS):** Work on the new Apprenticeship Registration and Tracking Systems (ARTS) continued throughout the year. Even though the system is in full use, there are still ongoing system upgrades, including verification of data elements and new reports. One important upgrade to the system during the year was the implementation of the USPS address database to provide correct city and county information for zip codes.

We have a direct web address for ARTS now which is:

<http://ARTS.LNI.WA.GOV>

Another milestone in this process was that on March 15, 2004, the old Apprenticeship Registration and Tracking System (ARTS) database was decommissioned.

**Apprenticeship Email Address:** On April 30, 2004 a generic email address [APPRENTICE@LNI.WA.GOV](mailto:APPRENTICE@LNI.WA.GOV) was created so that everyone in the Central Apprenticeship office could access emails coming in as a result of access to the internet. This will ensure that emails are answered in a timely fashion even when individuals are out on leave or extended absences.

**WISHA Safety and Health Rules CD:** A copy of the WISHA Safety and Health Rules CD, March 2004 Issue was mailed to all the registered apprenticeship programs in support of their safety and health training.

**Grants:** 6 WIA-SAT grants were funded through the local WDC's. The \$1.3 million dollar WIA Governor's Discretionary monies are targeted to expand apprenticeship.



**In 2004, the following programs/occupations were approved by the WSATC.**

Binyon Vision Center	Dispensing Optician	New Program
Construction Industry Training Council	Plumber	Geographical Expansion
Construction Industry Training Council of Washington	Construction Electrician	Geographical Expansion
C-Tran/Machinist Local #1374 Apprenticeship Committee	Body Repairer, Bus	New Occupation to Existing Program
C-Tran/Machinist Local #1374 Apprenticeship Committee	Facilities Maintenance Mechanic	New Occupation to Existing Program
Kimberly-Clark Industrial Plant Program	Industrial Maintenance Electrician	New Program
King County Carpenters Apprenticeship Committee	Shipwright	New Occupation to Existing Program
Kittitas PUD No. 1	Lineman	New program
Lewis County PUD Apprenticeship Committee	Tree Trimmer	New Occupation to Existing Program
Nespelem Valley Electric Cooperative Apprenticeship Committee	Lineman	New Program
Northwest Washington Electrical Industry JATC	Construction Electrician	Geographical Expansion
Northwest Washington Plumbers and Steamfitters Apprenticeship Committee	Maintenance Plumber/Steamfitter	New Occupation to Existing Program
Providence/St. Peter Hospital Apprenticeship Program	Computed Tomography	New program
South Puget Sound Carpenters Joint Apprenticeship and Training Committee	Bridge Carpenter	New Occupation to Existing Program
South Puget Sound Carpenters Joint Apprenticeship and Training Committee	Carpenter, Piledriver	New Occupation to Existing Program
South Puget Sound Carpenters Joint Apprenticeship and Training Committee	Dock and Wharf Builder	New Occupation to Existing Program

Sunbridge Healthcare Corporation	Restorative Aide	New program
Tidland Machinist Apprenticeship Program	Machinist	New program
Washington Public School Classified Employees Apprenticeship Committee	Facilities Custodial Services Technician II	New Occupation to Existing Program
West Sound Pipe Trades Apprenticeship Committee	Maintenance Plumber/Steamfitter	New Occupation to Existing Program
West Sound Pipe Trades Apprenticeship Committee	Marine Pipefitter	New Occupation to Existing Program
Western Washington Sheet Metal JATC	Sheet Metal Test, Adjust and Balance	New Occupation to Existing Program

# **APPRENTICESHIP PROGRAM ACTIVITIES IN 2004**

## **7th Annual Northwest Laborers Construction Academy**

**Northwest Washington Laborers Apprenticeship Committee** held two one-week sessions of the 7th Annual Construction Apprenticeship Academy in July 2004 (July 18-23 and July 25-30). The Apprenticeship section again assisted this year with the handling of advertising of the academy, and the selection and scheduling of applicants for these sessions. Approximately 40 individuals attended the academy and 3 teachers/counselors.

The following is a letter from Bruce Daily (teacher from Marcus Whitman Jr. High) who attended this year's construction academy.

"I just wanted to thank you for the opportunity to participate in the Construction Academy June 25-30th. I had a great experience along with a fun group of high school graduates. We all learned a lot, and had the opportunity to use a wide variety of tools and equipment used within the construction trades. The training facility is first rate, and the instructors are all top notch! I will certainly share my experience with colleges and students... the focus on safety and quality within the building trades is to be commended. Graduating high school seniors need to be more fully aware that college is not the only option available to entering a well paying occupation. The building trades are indeed a great field to pursue if a young person has the motivation and work ethic help "build America" from the ground up, with a team of highly skilled workers within the building trades.... they are a group that are not easily outsourced! Thanks again for this opportunity to attend this year's academy session.  
Most Sincerely, Bruce Daily"

## **7th Annual Construction Academy**

**Article and photos by:**

**Tawny Sayers, Apprenticeship Coordinator, Northwest Laborers Apprenticeship**

The seventh year of the Kingston Construction Academy has come and passed. The students and educators endured through some of the hottest days of summer while they had access to the N W Laborers 16 acre training site.

They enjoyed performing a variety of tasks; a general orientation to the industry, rigging & signaling, elevation control, environmental sciences, forming and concrete placement, safety & teamwork were stressed throughout the week.

Several apprenticeship coordinators/instructors from the other crafts participated in informing the students of their respective trade, thank you to those who were able to attend. A special thanks to Kory Reidhead, Tri-State Construction, who informed the participants of what is expected of the craftsmen and women working for a contractor.



See the story and pictures on the [Apprenticeship News web page](#) submitted by Tawny Sayers, NW Laborers Apprenticeship Coordinator.

**Brick and Tile Contest and a Western States Apprenticeship Contest:** The **Western Washington Masonry Trades Apprenticeship Committee** held a local Brick and Tile Contest and a Western States Apprenticeship Contest. The local Brick and Tile Contest was held on Saturday, April 3, 2004 at the Duwamish Training Center. There were 20 bricklayer apprentices and 7 tilelayer apprentices competing in this years contest. The following apprentices placed first and second at the local contest.

1st place bricklayer:  
Rick Curwood



2nd place bricklayer  
Angela Henderson



1st place tilelayer:  
Josiah Sangder



2nd place tilelayer:  
Andre Feller



These four apprentices also competed at the Western States Apprenticeship Contest that was held at the Edgewater Hotel in Seattle on May 8th. 28 Bricklayer and 14 Tilelayer Apprentices from California, Oregon, Nevada, Hawaii, Colorado and Washington competed. Rick Curwood placed 2nd and Angela Henderson placed 6th in the bricklayer competition. Josiah Sangder placed 4th and Andres Feller placed 6th in the Tilelayer competition.

For more information, please contact Randy Johnson, Coordinator, toll free (800) 636-5481, direct (206) 768-8333, E-mail [wvmtrades@msn.com](mailto:wvmtrades@msn.com). Photos courtesy of the Western Washington Masonry Trades Apprenticeship Committee

**Boeing completes 1000th apprentice:** Since the first graduating class is 1941, many highly skilled and dedicated individuals have graduated from a Boeing/IAM Joint Apprenticeship Program. In June 2004, graduate number 1000, Hal Fitzgerald, completed his program. Hal is an Industrial Electronic Maintenance Technician and is the third technician to graduate from this new apprenticeship program. The apprenticeship program has been in existence for 69 years and is the longest running Washington State program. The program is also the longest running joint program at The Boeing Company. A great partnership between the Company and the IAM District 751.



"Boeing Apprentice Graduates number 999, 998, and 1000 share a moment in the final months of their programs. From left to right, technician graduates Dennis Bolestridge (#999), Duane Mero (#998), and Hal Fitzgerald (#1000)."

**Spokane Home Builders Association Apprenticeship Committee** - "Degrees Earned through Apprenticeship" along with an honorable mention.

Since August 1999 when the Community Colleges of Spokane implemented the general education requirements for apprenticeship students to be eligible to receive an A.A.S. Degree, the program has effectively promoted this opportunity so far to five of its program completers. On June 15, 2004 the fourth and fifth students to have successfully completed the requirements for Spokane Community College's A.A.S. Degree in 'Multi-Occupational Trades' received their



diplomas. This year's graduates included 2000 program completer Corey L. Hobson, and 2003 program completer Robert J. Sirek.



Robert is the only individual, so far, to go through the Commencement Ceremonies and on top of that he is the only individual to make the "President's Honor Roll" with a 4.0 GPA! Corey did go through the awarding of degrees.

Additionally, apprentice Justin W. Bates entered into apprenticeship in 2003. He is a hearing impaired student and the Community Colleges of Spokane provide him with interpreters for RSI. Justin had been working in a cabinet shop before he was recently hired (April 2004) by a contractor specializing in finish carpentry. Justin has to work a little harder than the rest of our apprentices but continues to set the standards for all others students to follow. This is an excellent opportunity not only for Justin but our training program as well.

**Puget Sound Electrical JATC - Apprentice of the Year:** Vladimir Zadniproviskiy, was



named at the Graduation ceremonies on 22 May 2004. He received a plaque, a cash award, a certificate acknowledging perfect attendance for his entire apprenticeship, a gift certificate to Platt Electric Supply, a set of Klein tools, and his name is now engraved on the perpetual plaque honoring the top apprentice of the year which hangs in the PSE JATC Offices. Vladimir's journey to this position of accomplishment and honor is both interesting and amazing. This recent graduate certainly exemplifies pride in apprenticeship. This article was published recently in the PSEJATC newsletter, Power Talk.

Vladimir Zadniproviskiy, Puget Sound Electrical JATC Apprentice of the Year, 2004.

**Women in Nontraditional Settings (WINS) Program CD and Video:** Suzanne Bettinger and Dawn Hitchens created a DVD and video of graduates of the **Women in Nontraditional Settings (WINS) Program** at the IEL, Community Colleges of Spokane. WINS is considered an apprenticeship prep program and the video highlights the pathways to nontraditional training and employment for women. One student has found employment with Spokane County in a road maintenance apprenticeship program. They are happy to share a copy with individuals who could use it to promote nontraditional employment for women. Please contact Suzanne Bettinger, Life Skills/Women's Programs, Institute for Extended Learning, Community Colleges of Spokane, W. 3305 Fort George Wright Drive, Spokane, WA 99204, 509-533-3131, email [SBETTINGER@iel.spokane.cc.wa.us](mailto:SBETTINGER@iel.spokane.cc.wa.us) to get a copy of the DVD and/or video

## Northeastern Washington-Northern Idaho Sheet Metal Apprenticeship Committee

### Does Apprenticeship Work?

### YES It Does!

Meet Joe Weiss



Joe is a 1997 Rogers High School Graduate and now a 5th year Sheet Metal Apprentice.

Just six short years after graduating from Rogers H.S. Joe was able to become a home owner on Spokane's N.W. side; And now a School Dist # 81 taxpayer himself.

"After high school I attended Spokane Community College for two years, the jobs available just didn't seem to offer the long term potential for earnings and continual education opportunities. Even with a two year HVAC/service degree. The Sheet Metal Apprenticeship program has been a very good choice for me. I am only 24 years old and in my last year of training, I was able to become a homeowner two years ago. You bet I support District #81 requiring an apprenticeship set aside for the upcoming construction, off of the school bonds we just passed. I know a lot of my Rogers classmates who moved to Seattle after graduation because of the lack of good jobs. The apprenticeship set aside would help keep younger folks in Spokane by giving them the same opportunity that I had." - Joe Weiss

**LU 112: Apprentice Volunteer Projects:** The electrical apprentices for LU 112-NECA Electrical JATC are taking an active role in their community by volunteering the electrical work for many "Special Projects". This rewarding experience continues to be a "Win-Win" for our training program as well as the community. We are able to demonstrate that we are everyone's neighbors and the community learns about opportunities in apprenticeship programs.

Currently our apprentices are volunteering the electrical work for the "Regional Veterans Memorial" in Kennewick. This illuminated project will be a showpiece for our region in honor of those who served in the armed forces. It is an honor to pay tribute to those who perished to provide peace and security for our nation and express gratitude to those now serving our country.

This next year we will be taking on the annual "Bulldog House" project for Pasco High School. They have the only program in the state that actually builds a quality house every year, using the skilled trades to help work with and mentor the high school students.

The apprentices volunteer their time when a Habitat for Humanity home is built in our area. We have completed one home to date this year and they helped with three homes in 2003. The Richland Soccer house was also built with our volunteer labor in 2004. This complex with locker rooms and concessions will be used by the youth soccer teams.

Probably the largest and most rewarding project that many of our apprentices and journey-level electricians worked on was the Tri-Cities Hospice House. The

original 9,000 square foot facility was built with volunteer labor and materials over a 24-month period and opened for the community in 1996. We supplied the manpower for their 3,000 square foot expansion in December-2000. We have plans to be there again in 2005 when the Hospice program plans to add an additional facility in Kennewick, using volunteer labor and materials.

**Curlew Job Corps Pre-Apprenticeship training** has been involved in the following civic projects:

- Construction Craft Laborers Union: Ferry County Historic Carousel Building excavation.
- United Brotherhood of Carpenters and Joiners: 2 completed and 2 new Habitat for Humanity houses Colville and Kettle Falls, Washington.
- Republic Medical Clinic, dugouts for new Republic, Washington Sports Complex (state grant).
- International Masonry Institute Bricklayers and Allied Craft Union: blockwork for Republic, Washington dugouts, Diversity Monument (tile) Omak, Washington Eastside Park, tile and block for Historic Carousel Building, Republic, Washington.
- International Union of Painters and Allied Trades: Restoration on 100 year-old historical hotel, Curlew, Washington, Republic Medical clinic paint, inside and out.

For more information: Jennifer Albert, BCL/School-To-Work Coordinator, Curlew Civilian Conservation Center, 3 Campus Street Curlew, WA 99118, (509) 779-0547, FAX (509) 779-0718, [jalbert@fs.fed.us](mailto:jalbert@fs.fed.us).

### **Seattle Vocational Institute Graduates Celebrate as Apprentice Operating Engineers**

Three recent high school graduates enrolled at SVI winter quarter, 2004. They are African American young men of modest means who took advantage of the SVI Multiple Trades training and now are enjoying success beyond their wildest dreams. They completed their SVI classes on August 23rd and started work as apprentice operating engineers for RCI Herzog on the Sound Transit light rail project on Martin Luther King Way South on August 30. They earn \$19.00 per hour plus benefits; and they have been working ten hours per day, five and six days per week.

Marquce Robinson is the second of seven children with five sisters and one brother. He was raised by his father since age five. After graduating from Garfield High School in 2002, he worked at the Tiny Tots Development Center for one year before enrolling at SVI. He got his drivers license as part of the SVI training, which qualified him for entry into the Operating Engineers Apprenticeship. Marquce was an outstanding student who was awarded the Mowat Construction Company scholarship for winter quarter 2004. "What I like most is that this is not just a job, but a real career with benefits and a future."

Jermaine Gray was born June 1, 1982 in Monroe, Louisiana, the oldest boy with eight brothers and sisters. He stayed with his father after his parents separated when he was eight years-old. Dad had a carpet cleaning business, and Jermaine worked with him starting at age 12. In 2003 Jermaine moved to Seattle to live with his mother in the Central Area of Seattle. He worked at temp



agencies until starting the Multiple Trades program. Additionally Jemaine attend the Northwest Laborers Apprenticeship Academy in July 2004. Thus far he has operated a backhoe, track hoe, and front-end loader for RCI. "I like having control of the big machines and learning more about construction. SVI prepared me so that I could actually succeed on this job"

Antonio Davis was born and raised in Seattle; he is 19 years old. He lives with his mother and two younger sisters in New Holly public housing within a few blocks his job site. His mother works as a home health care provider, and Antonio worked as a dishwasher at SeaTac Airport after graduating from Ballard High School in 2003. He worked that night job while he attended his SVI classes during the day. His income pays the family's rent and water bill. "The best thing about my job is the people I work with. I love this job and I'm learning a lot of things"

**Construction Industry Training Council of Washington (CITC) Instructor named 2004 Associated Builders and Contractors (ABC) National Craft Instructor of the Year**



Christine "Chris" Thorstensen Porter has been honored as the ABC 2004 National Craft Instructor of the Year. The award recognizes the instructor who exhibits the best in dedication, professionalism, ingenuity, instructional creativity and the ability to motivate students while promoting craft training and the merit shop training philosophy.

Porter became an electrician in 1978 and then began working for her family's electrical contracting firm. Three years later she began teaching and now has more than 23 years of experience. Dubbed "The Queen of Code", her students laud her ability to inspire them to be true students of their craft. Many credit her with their success in passing the state Journeyman Electrical exam. Porter emphasizes the importance of hard work and performance over affiliation in her teaching. She holds strong to the belief that through education she can provide her students with the ability to excel in their field. In addition to teaching at the CITC, Porter performs follow-up inspections for the Intertek Testing Service and delivers custom classes to the IAEI Electric League of the Pacific Northwest. Recently, she was appointed to the Washington Administrative Codes Rule Development Workgroup (technical) to review proposals to amend WAC rules. She also sits on the Construction Codes Advisory Board reviewing building, energy, mechanical and electrical codes for the City of Seattle.

We at CITC are proud to have Chris Porter as one of the crown jewels of our teaching staff.

## Construction Industry Training Council of Washington 16th Graduation class.

More than 350 people attended CITC's 16th graduation that featured 87 graduates: 23 in carpentry, 36 in electrical, 12 in HVAC, 10 in plumbing and 7 in sheet metal. Speakers for the evening included Jay Platt of Platt Electric and Patrick Woods with the Washington Department of Labor and Industries. As representatives of both the industry and government, each spoke to the quality of CITC's programs and the invaluable service it provides to the construction industry, echoing the need to increase the number of skilled workers available to the industry.

One of the evening's highlights was when sheet metal graduate Nick Santini of Blythe Plumbing and Heating, and electrical graduates Dennis Pierce of Computer Power and Service, and Anthony Brown of SeaTac Electric recounted how CITC has changed their lives. Although they came from different fields of study, each told how the quality of instruction and student camaraderie helped them complete the program giving them the skills and confidence to continue growing in their careers.



Anthony Brown, Electrical Apprentice graduate

### Local companies contribute Time and Goods

The Downtown Emergency Service Center (DESC), Seattle, Washington is incredibly grateful to several businesses for the nearly \$65,000 of in-kind contributions to The Morrison Rehabilitation.

Students from the **Construction Industry Training Council (CITC)** generously constructed 62 sets of bunk beds to be placed in the emergency shelter after the rehabilitation. Currently, most of the 137 men who sleep in the shelter nightly must do so on mats placed on the floor.

The bunk beds are due also to a donation toward the purchase of materials from **Matheus Lumber**, and sealer and finish coat by CITC with material donations from **America's Choice Painting** and **Sherwin Williams**. CITC students performed the labor as part of class assignments. **Nuprecon** is providing dry storage of the bunks until they are placed in use in 2005.

"It's part of the culture of the construction industry to give back to the community, and this allows students to get a taste of that as they begin in the trades," said Ericka Bean, a CITC first-year carpentry instructor.

Many thanks to Chip Gregory, Morrison Assistant Project Manager for **Rafn**, general contractor, for coordinating these efforts.



Apprentices Owen Craft and Joseph Calpito from CITC build 62 sets of bunk beds for the shelter.

## **Emerald Downs - Washington State Apprenticeship Board Purse**

On August 12, 2004, Emerald Downs sponsored the first ever "Washington State Apprenticeship Board Purse" race. The purse was \$6,750.00 for three year olds which have never won three races. The horses included "Swinging in the Rain", "Forrester Found", "Toss Both Ways", "Runs All Night", "Nasty Jab", and "Tahoe Trip".

## **Congressman Adam Smith visits Tacoma General Hospital**



U.S. Congressman Adam Smith, advocate for health care Apprenticeship programs, visited Tacoma General Hospital on Monday, September 27, 2004. Congressman Smith had the opportunity to tour the Hospital's Health Unit Coordinator (HUC) classroom and to meet with students as well as other partners in the system. "The healthcare industry continues to face serious workforce shortages, and the outlook is not improving quickly enough," said Smith. "Programs like these have a noticeable impact on the workforce shortage and attract eager, hard working people who are interested in a career in health care."

MultiCare Health System's apprenticeship programs, like those at Tacoma General Hospital, were developed to address the shortage of qualified health care workers. In 2002, MultiCare instituted the first HUC apprenticeship program in Washington State. Because of exposure to patient care, hospital systems, medical terminology, etc., Health Unit Coordinators are ideally suited to advance up career ladders to a variety of occupations in health care, such as LPN's and RN's, Information Technicians and Imaging Technologists.

HUC apprentices at MultiCare spend 144 hours learning medical terminology, pharmacology, computer proficiency, and communication and telephone skills. In addition to the instructional portion of the program, apprentices complete 2,000 hours of training on the job. All apprentices are eligible to take the national exam to become certified Health Unit Coordinators once they have completed training.

In July 2003, MultiCare expanded its apprenticeship programs to include Computed Tomography (CT) and Magnetic Resonance Imaging (MRI) – both high-demand fields in healthcare with the growing need of imaging services. Specialized imaging technologists earn an average of \$24 per hour.

## **Healthcare Pre-apprenticeship Program Pilot - A Partnership between MultiCare, Tacoma-Pierce County WDC, Workfirst/Community Jobs - September 15, 2004**

**Background:** MultiCare, Tacoma-Pierce County Workforce Development Council, and WorkFirst/Community Jobs have partnered to implement a Healthcare Pre-apprenticeship Program that provides individuals receiving public assistance an opportunity to prepare for employment within the healthcare industry through classroom and on the job training. This strategy is one that aligns with the Pierce County Health Services Careers Council Partnership's priority of increasing the number of individual's interested in and linked to healthcare careers. Pre-apprentices will not only receive industry specific training but will be linked to careers with advancement opportunities. Linkage to

the WorkSource Career Coach will ensure continued career guidance and support to progress up healthcare career ladders.

### **Pierce County students complete electrical pre-apprenticeship training program**

TACOMA, Washington -- Five Pierce County youth were recognized at special ceremony July 24, 2004, for completing electrical pre-apprenticeship training as part of the Get Electrified School-to-Apprenticeship program. Representatives from National Electrical Contractors Association (NECA), the SW WA Electrical Joint Apprenticeship Committee (J.A.T.C.), the Pierce County Workforce Development Council, and the electrical businesses joined parents and friends to celebrate the students' completion of the program.

Get Electrified is a program that targets high school students interested in the electrical trade. The program was created as a response to the construction industry's anticipated loss of significant talent over the next decade due to retirement of its workforce. The industry has focused its efforts on attracting and growing a younger audience to ensure a supply of new entrants into the workforce. NECA and the J.A.T.C. initiated the Get Electrified program in partnership with the Pierce County Workforce Development Council to identify and develop young talent from Pierce County high schools. In 2003, Governor Locke presented an award to the partnership to recognize it as a Promising Practice program model.

Five students from four high schools were selected to participate in the program during the first year of implementation: Kyle Sandusky and Andy Moll, Sumner High School; Chris Winter and Keith Richeson, Bethel High School; and Joe Nelson, Rogers High School (Puyallup School District). Students were required to complete an application process and meet specific criteria. An interview panel comprised of labor and industry partners selected the students to participate and receive training benefits. Once selected, students were hired by NECA businesses as electrician's helpers. The students received occupation specific training both on the job and in a classroom setting.

The Get Electrified program targets high school juniors entering their senior year. During the summer after their junior year, the pre-apprentices work thirty-two hours per week and participate in classroom training taught by SW WA Electrical J.A.T.C. and WorkSource Career Specialist for eight hours per week gaining electrical trade specific and employability competencies. In the fall, students return to school but continue to work and train within the trade throughout their senior year. Upon graduation, pre-apprentices are given special consideration for entrance into the electrical apprenticeship program to continue to learn and earn while progressing toward journeyman level, earning \$9.00 per hour. To date, the first five students selected to participate in the program have entered the electrical apprenticeship training program with the SW WA Electrical J.A.T.C., and a second group of students began their on-the-job and classroom training in June. Based on the success of this program, the Get Electrified program partners are planning to expand this program to Thurston County as well as replicate the program in the carpentry trade.

If you would like more information, please contact Trudy Johnson, Program Coordinator, at 253.404.3988.

**Replication of Get Electrified School to Electrical Apprenticeship Program in Other Trades**  
**(Excerpt from Pierce County Construction Partnership Newsletter August 2004)**

**Carpenters Plan for Replication of School-to-Apprenticeship Model** – Planning for the replication of the Get Electrified School to Electrical Apprenticeship program in the carpentry trade is underway. Construction Partnership staff presented the Get Electrified model to members of the Carpenters' J.A.TC. at a meeting July 20, and another meeting has been held since to discuss details of the program. The new program may be available for Pierce County high school students as early as spring 2005. The program would be similar to Get Electrified. Students would be able to gain on-the-job and classroom training in the carpentry trade. They are employed full time during the summer before their senior year and work part-time once they return to school in the fall. After successful graduation from high school, the students may be offered full time employment and will have the opportunity to apply to the carpentry apprenticeship program. At this time, four to six employers have committed to provide the pre-apprenticeship work opportunities for the carpentry program.

**Western Washington Sheet Metal JATC (WWSMJATC) - First Associate Degree completer -**  
**Source: Jody Robbins**

Western Washington Sheet Metal JATC had its first Associate degree completer through Lake Washington Technical College (LWTC). Jeff Tessmer graduated from WWSMJATC in 2002 and just recently graduated from LWTC with an AA in Applied Sciences. This degree came from an articulation agreement between WWSMJATC and LWTC specifically for apprentices who wanted access to advanced degrees.

**Olympia Firefighters Apprenticeship Committee - Active Again**

The Olympia Firefighters Apprenticeship Committee has been a registered apprenticeship program since April 1994. During this time, there has been one apprentice who completed the program in 1997 and has had no new registration since that time. This has now changed now that the program has just updated their program standards and registered 2 apprentices in January 2005. The ability to use the tuition waiver through the college was a very deciding factor in the program beginning to register apprentices again.

**Apprentice Utilization:**

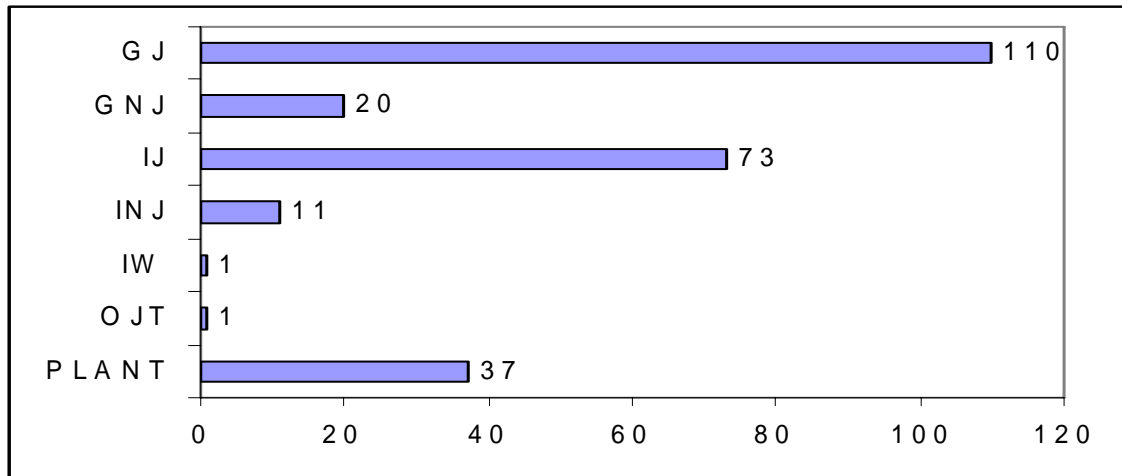
**Source: Corinne M. Tobec, Tumwater School Board Member, Executive Director, Tumwater Chamber**

The Tumwater School Board implemented a requirement on their new construction projects that requires the bidders to be participants in the State Approved Apprenticeship Program. This is in addition to the New Market Skills Center Program. This requirement helps provide more career opportunities for the graduates at New Market who wish to enter the Apprenticeship Program.

We are excited to be an active participant in this program and to provide life long learning opportunities for our students. I would certainly appreciate a heads up for additional programs that may be of value to all of us.

# SUMMARY OF APPRENTICESHIP DATA

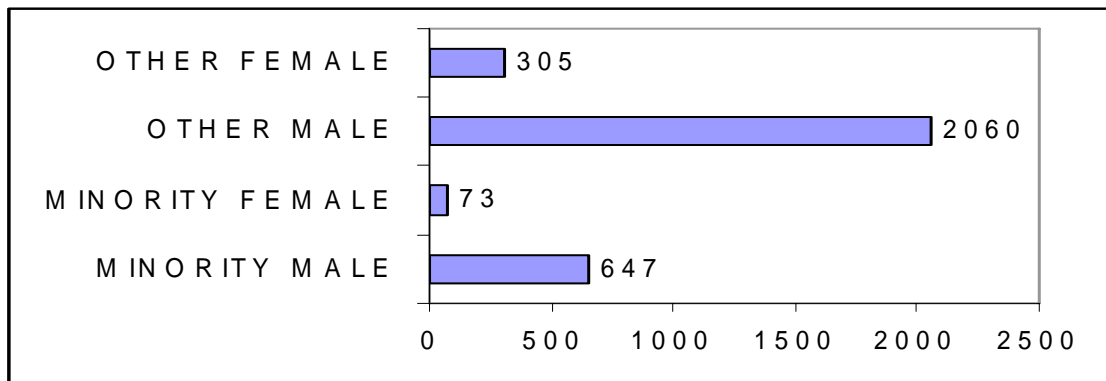
**Table 1. Number of Active Apprenticeship Programs in 2004**



**Note:** (OJT - On-The-Job Training; IW - Individual Waiver, INJ - Individual Non-Joint, IJ - Individual Joint, GNJ - Group Non-Joint, GJ - Group Joint)

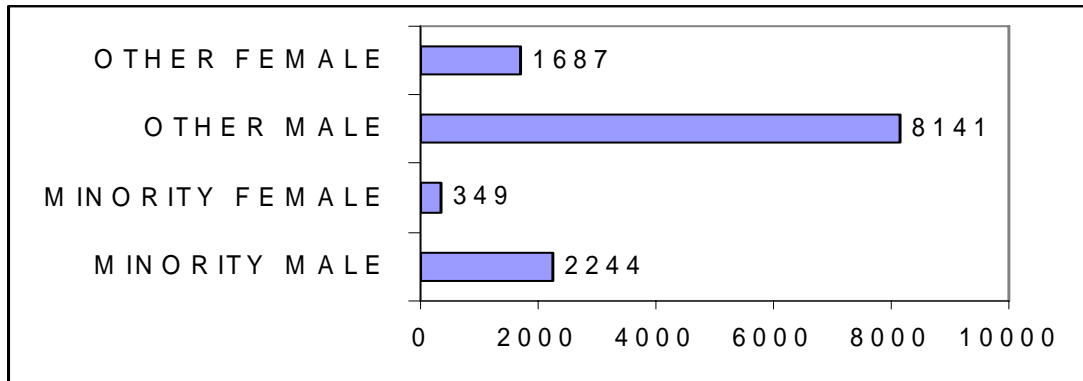
- A total of 253 programs were active in 2004
- 6 new committees were approved with 6 occupations
- 7 new programs were approved with 7 occupations
- 12 new trades were added to 8 existing programs

**Table 2. Apprentices Registered in 2004**



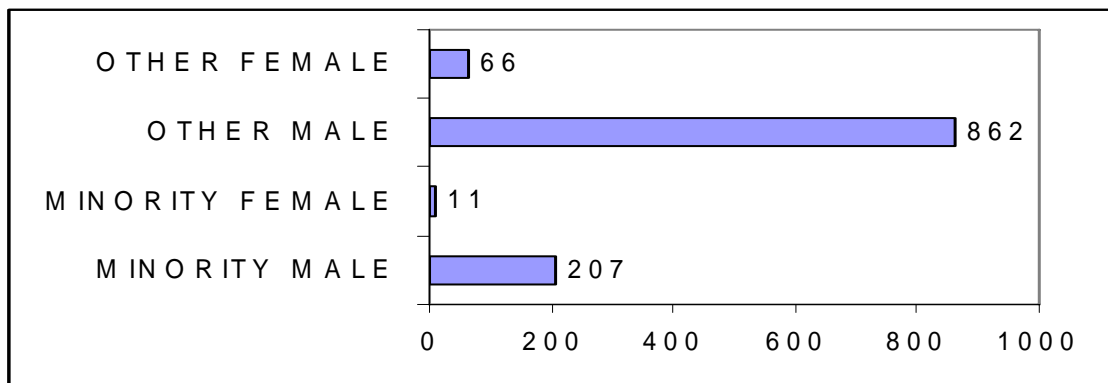
**Note:** A total of 3,085 individuals were registered in 2004

**Table 3. Active Apprentices in 2004**



**Note:** There were a total of 12,421 active apprentices in 2004

**Table 4. Apprentices Receiving Apprenticeship Completion Certificates in 2004**



**Note:** A total of 1,146 apprentices received apprenticeship completion certificates in 2004



# 2004 APPRENTICESHIP COMPLETIONS

## More Than 100 Completions

Construction Electrician	203
Laborer	100

## 50 to 99 Completions

Carpenter	93
Sheet Metal Worker	68
Ironworker	50

## 25 to 49 Completions

Construction Lineman	38
Facilities Custodial Serv Tech	36
Sprinkler Fitter	34
Elevator Constructor Mechanic	32
Painter and Decorator	29
Corrections Officer	28
Roofer	27
Construction Lineman	38

## 10 to 24 Completions

Drywall Sys Inst/Res Appl	24
Plumber	24
Pointer/Cleaner/Caulker	18
Refrigeration Mechanic	17
Steamfitter	16
Const Elect (Inside Wireman)	15
Brick Layer	14
Commercial Glazier	14
Fire Fighter	11
Meatcutter, Retail	11
Construction Equipment Operator	10
Millwright	10
Pipefitter	10

## 5 to 9 Completions

Cement Mason	9
Drywall Finisher	9
Housing Plumber	9
Indust Electronic Maint Tech	9
Lineman	9

Carpenter, Piledriver	8
Industrial Maintenance Mechanic	8
Residential Wireman	7
Sheet Metal Service Technician	7
Instructional Assistant	6
Low Energy/Sound & Comm	6
Industrial Maintenance Electrician	5
Potable Water Supply & Service Worker	5
Tilelayer	5

### Under 5 Completions

Acoustical Applicator	4
Automotive Machinist (Automotive Repair Shop)	4
Boilermaker (Field Construction & Repair)	4
Heavy Duty Mechanic Repairman	4
Line Electrician	4
Machinist	4
Maintenance Lineman	4
Teamster	4
Asbestos Worker	3
Carpet/Linoleum/Resilient Tile	3
Cement Finishers	3
Cosmetologist II	3
Dispensing Optician	3
Machine Tool Maintenance Mechanic	3
Meatcutter	3
Residential Carpenter	3
Automotive Technician	2
Boilermaker	2
Facilities Custodial Services Technician I	2
Generation Mechanic	2
Generation Wireman	2
Grounds Maintenance Specialist	2
Heavy Duty Repairman Mechanic	2
Hydro Electrician	2
Industrial Millwright	2
Industrial Steam Plant Mechanic	2
Meterman	2
Tree Trimmer	2
Auditor	1
Cabinet Maker	1
Carpet, Linoleum & Soft Tile Layer	1
Computed Tomography	1
Construct & Indust Electrician	1
Educational Sign Language Interpreter I	1
Gas Main Fitter	1

Health Unit Coordinator	1
Heavy Duty Equipment Mechanic	1
Hydroelectric Maintenance Machinist	1
Industrial Maintenance Mechanic/Repairer	1
Industrial Maintenance Millwright	1
Industrial Maintenance Pipefitter	1
Industrial Pipefitter	1
Instructional Aide	1
Insulation Applicator	1
Lather	1
Magnetic Resonance Imaging	1
Maintenance Machinist	1
Marble Setter	1
Marine Machinist	1
Motor Shop Electrician	1
Residential Glazier	1
Residential Sheet Metal Worker	1
Scaffold Erector	1
Sound Technician	1
Stationary Engineer	1
Sub Station Operator	1
Traffic Control Painter	1
Wiremen	1

## FOR MORE INFORMATION

### Apprenticeship Program

Department of Labor and Industries

PO Box 44530

Olympia, WA 98504-4530

Phone: 360-902-5320 Fax: 360-902-4248

Web site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship>

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